

OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

Volume XXIII | Issue 2 | July-September 2017

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a better you



Imagine,
with all your mind.
Believe,
with all your heart.
Achieve,
with all your might.

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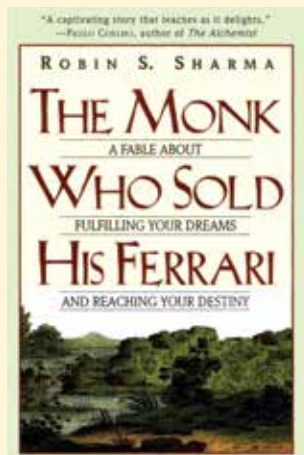
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good read



Robin Sharma's *The Monk Who Sold His Ferrari* is a self-help book that is witty and filled with simple anecdotes of Julian Mantle's spiritual discovery. He compiled his experiences which are the keys towards dreaming fearlessly and fulfilling one's life ambitions.

The core of the book is the Seven Virtues of Enlightened Learning, which are as follows.

1. Master your mind
 2. Follow your purpose
 3. Practice kaizen (a Japanese business philosophy of continuous improvement of working practices, personal efficiency, etc.)
 4. Live with discipline
 5. Respect your time
 6. Selflessly serve others
 7. Embrace the present
- It is a fun and easy read.

Dear Friends

It is always a pleasure to convey to all of you what is closet to management's heart and that is your growth and your family's well-being. The second quarter did start on a shaky note due to implementation of GST but the biggest benefit was the reduced cost of things, as a result consumption has increased in certain quarters, helping companies increase their production. The international ranking of ease of doing business in India has improved with time and many goods and services especially in the textile sector has also benefitted from the change.



The Annual Report 2016-17 was shared with all the stakeholders and LNJ Bhilwara team. The senior management believes that adoption of right strategies will help the Company sustain its growth momentum over the long-term. Numerous events starting with Independence Day and Janmashtami till Dusshera filled the second quarter with excitement, festivities and celebrations. Independence Day is celebrated by people all over the India. This day, we pay tribute and remember all the freedom fighters who contributed and fought for the Independence of India.

There are always numerous activities being planned around the festivities for the well-being of the staff and their family members. The primary message that all celebrations stand for is harmony. These give a unique opportunity to spend time with family, friends and community. These build social relations and communication which leads to unity among the people. This year, many of these activities were condensed in these three months between July through September.

Wishing the very best in all that everyone undertakes.
Sudhir Sood

Skill India



Make in India is designed to make possible investment, foster innovation, enhance skill development, protect intellectual property and build best in class manufacturing infrastructure in the country. The primary objective of this initiative is to attract investments from across the globe and strengthen India's manufacturing sector. It is being led by the Department of

Industrial Policy and Promotion (DIPP), Ministry of Commerce and Industry, Government of India. The Make in India programme is very important for the economic growth of India. The programme also aims at improving India's rank on the Ease of Doing Business.



The focus of Make in India programme is on 25 sectors. These include: automobiles, aviation, chemicals, IT & BPM, pharmaceuticals, construction, defence manufacturing, electrical machinery, food processing, textiles

and garments, ports, leather, media and entertainment, wellness, mining, tourism and hospitality, railways, automobile components, renewable energy, biotechnology, space, thermal power, roads and highways and electronics systems. The initiative has been highlighted at key international events.

Message from group's Chairman

Dear All

India is a fast emerging market and will reach half a billion middle income population by 2030. These two factors are good for the growth of the Indian textile industry in the long run. Textile industry is here to grow provided it takes competition and innovation seriously. Some challenges being faced internationally will affect the Indian textile industry like less exports due to reductions in inventories by global retail giants like Wal-Mart, price of raw materials like cottons and infrastructure bottlenecks such as power, particularly in Tamil Nadu.

GST is Goods and Sales Tax and is another major digression from the usual way of doing business in India. It is expected that the tax rate under GST would be higher than the current tax rate for the textile industry. Natural fibres (cotton and wool) which are currently exempt from tax, would be taxed under GST. Despite this, the textile industry as a whole would benefit from the introduction of GST because it would enable a smoother input credit system, which would shift the balance towards the organized sector. There would be a reduction in manufacturing costs because GST will include the various fringe taxes like Octroi, entry tax, luxury tax, etc. Currently, the import cost of procuring the latest technology for manufacturing textile goods is expensive, whereas under GST, there will be input tax credit available for the tax paid on capital goods. GST would streamline the process of claiming input tax credit thus allowing the textile industry to be more competitive in the export market. It is safe to say that GST will help this industry in the long run by getting more registered taxpayers under a well-regulated system. It can also be hoped that GST will help the textile industry to become more competitive in both the global and domestic markets and create opportunities for sustainable, long-term growth.



Road Ahead for the Indian Textile Industry

Indian textile industry needs to focus on all major sectors from fibre to fashion and plan for an organized growth across the supply chain so as to compete with China and even countries such as Pakistan, Vietnam and Thailand. So far, the industry had put majority of its stock in the spinning sector. The industry has turned a blind eye on value-adding sectors such as weaving and finishing. Indian powerloom sector is a highly unorganized industry and needs major upgradation.

Some Solutions for the Growth of Indian Textile Industry

Weaving and finishing, the weak links in the Indian conventional textile industry have to be strengthened. There has been impetus for creating general awareness in non-woven and technical sectors with the recent training workshops and conferences such as, "Advances in Textiles, Nonwoven and Technical Textiles", being organized for the past five years in Coimbatore, by Texas Tech University, USA, and those such as the Texcellance and IIT's Technical Textiles conferences. These have put India on the international map in technical textiles. These conferences will be very useful if they translate into investments and new projects. This aspect has been slow. It is important to create awareness among industrialists on the marketability of non-commodity textile. Alongside, a great deal of work has been done by Indian trade and industry to comply with ecological and environmental regulations, and so Indian garments can adopt an appropriate label signifying a distinct quality.

Way Forward

It has become important to reduce the cost of manufacture across diversified businesses and the company has taken various initiatives for cost optimization and increasing efficiency, and also other measures which will contribute to improved performance across all verticals. On a positive note, the demand and prices of various products manufactured by LNJ Bhilwara Group are likely to improve further given the current market status. India is expected to be the third largest consumer economy as its consumption may triple to US\$ 4 trillion by 2025, owing to shift in consumer behaviour and expenditure pattern. It is estimated to surpass USA to become the second largest economy in terms of purchasing power parity (PPP) by the year 2040, according to a report by PricewaterhouseCoopers.

It gives me great pleasure to extend my sincere thanks to all our stakeholders, shareholders, customers and our loyal, hardworking and committed employees for their unstinted support in shaping and improving the performance of the organisation.

With best wishes,
Ravi Jhunjhunwala

Participants in Denims and Jeans Show, Bengaluru



LNJ Denim participated in India's first International Denim Exhibition "DENIMS AND JEANS SHOW" held at Hotel The Lalit Ashok, Bengaluru on September 25-26, 2017. The exhibition was organized by Shri Sandeep Agrawal, founder of denim sandjeans.com.

The team from LNJ Denim showcased the latest A/W-18 /19 collection along with 'must have' to the customers. The footfall was encouraging, approximately 48 potential brands / customers visited the stand and surveyed the collection. The customer response was heartening.



Inauguration New Machine, Washing

On July 7, 2017, three new washing machines were installed in the washing department, in the presence of the plant's COO, Shri Piyush Chandarana. On this occasion, all staff members were invited for the inauguration. Everybody was excited and happy because this would increase the production capacity of new denim products.



Visit of Tavex Team

Tavex is a fabric manufacturing company at the forefront of the differentiated Denim Sector. Tavex Team, Mr Khalid Kairouch and Mr Ximo Lacomba visited the denim plant on July 3, 2017. They held business discussions after visting the plant and enquired about plant's overall processing activities. They were satisfied with the new technology in denim plant.



Inauguration of New Guest House

On August 3, 2017, new guest house was inaugurated at LNJ Nagar, Gamdi Colony, in the presence of CEO, Shri Prabir Bandyopadhyay. Navchandi paath, hawan and purna aahuti were performed by Pandit, Shri Manoj Bhatt along with his team before the inauguration.



Pneumatic Testing of Cryogenic Vessel

Successful Pneumatic Testing of 43.5 Mt capacity cryogenic vessel of LNG under SMPV Rule 19 was carried out on September 26, 2017. Testing was done at 13.75 kg with liquid nitrogen by a competent person along with the Maintenance & Safety Team. Approximately 4.0 Mt liquid nitrogen was consumed during the testing phase.

Rishabhdev



Akhanda Ramayan Paath

On the occasion of completion of five years of Sunderkand Paath, an ongoing spiritual activity being held at Rishabhdev Mill Campus since July

2012, an Akhanda Ramayan Paath was held on July 10-11, 2017, at the Staff Club building. The programme started with the Puja of Lord Shree Ram at 3.30 p.m. on July 10, and ended with aarti and mahaprasad (bhojan) on July 11, evening. Staff and their families participated in the paath enthusiastically.



Group Safety meeting

A group meeting of safety heads of all the units was held at Rishabhdev on September 23, 2017. Dr S K Agarwal, Coordinator,

presented the work done and the results achieved so far in a nutshell. Shri K B Khatod, COO, while welcoming the participants in the meeting, emphasised on the need of safety and how to ensure that all the units become zero accident areas by improving the safety systems.

BMD

Staff Get-together

A get-together was organized at BMD Plant for staff members on August 18, 2017. Shri S N Goyal, President led the interactive session and delivered a motivational speech and highlighted the outstanding achievements of the company.

He interacted with the people present and talked about growth and challenges. He impressed upon achieving higher targets based on the current competitive ambience of automotive business. He focused on commitment combined with enthusiasm for extending satisfactory support to the customers. The products delivery to be checked against stringent quality norms, delivery schedules and technical support.

He guided the staff members on the desired way forward for honing individual skills and strengthening the team by taking advantage of tools like Lean Concepts, Design of Experiments, Kaizen, QC, on-site brainstorming sessions and training activities. He also mentioned that these analytical tools will help each individual employee in all both personal and professional spheres.



Rooftop Solar Power Plant

In line with value of the LNJ Bhilwara Group and its commitment to sustainability, BMD Pvt. Ltd. has commissioned a state of the art 1 MW rooftop captive solar plant at its Mordī premises. The solar plant is situated within the company's premises and does not use any Government infrastructure, thus avoiding any interference from Government agencies or adhoc charges being levied by state bodies. Over the 25 years life of the Solar plant, the landed cost of power through Solar plant is well below the IEX, CoGen and Grid, yielding material cost savings from day one.

BMD chose Mumbai based Solar Square Energy Pvt. Ltd., as its turnkey technology partner to implement a first-of-its-kind project in Banswara, Rajasthan, where the solar plants are synchronized with captive CoGen plant. Through the use of smart electronics and intelligent system design, any risk of harming Government Grid infrastructure has been eliminated.

Shri Shantanu Agarwal, Executive Director, BMD Pvt. Ltd., chose to implement most advanced third generation inverters from Solar Edge Technologies (USA, Israel) which sits at the heart of the Solar plant.

Spread over 3,100 Canadian Solar Modules (#1 module in PTC ratings), the sophisticated power electronics enables monitoring of each individual module and provide a modularity that is 200 times better than the next best comparable available technology. This translates into a mind-boggling 5-6% higher performance than normal and increased the useful life of the project considerably.

Despite working at heights on sloping roofs and during monsoons, the entire project was executed without any safety incident thus maintaining BMD Pvt. Ltd.'s impeccable safety track record.



Customer Visit

Mr Zinuk of M/s Libas Textiles Ltd., Bangladesh visited RSWM, Mandpam, on September 5, 2017. He was accompanied by Shri Sudarshan Samdani and Shri Brijesh Yadav. He was welcomed by the plant team COO, Shri H M Vashisth. He also visited Kanyakheri Unit and appreciated both the plants and held business discussions.

C&A Audit

C&A audits took place in Mandpam unit on September 25-26, 2017. The audit was successfully coordinated by the management representative, Shri S K Miglani and was ably supported by Shri Sudhir Tiwari, all the HODs and their respective teams. Ms Himangi Singh audited the systems and processes of the entire unit.



IMS Audit

IMS surveillance was held at Mandpam Unit between July 4-5, 2017. Shri S K Miglani, the management representative was supported by all HODs and their respective teams during the audit. It was conducted by the renowned certification agency, M/s SGS India Pvt. Ltd. Shri Nishan Chouhan and Shri Raj Shekhar Bhardwaj audited the systems and processes over a period of two days. The certification continues after the successful completion of the audit.

GOTS,OR & GRS Audit

GOTS, OE & GRS audit were conducted at the Mandpam Unit on July 11, 2017. The systems and processes of the entire unit were audited by Shri Akshay Shastri and Shri Alok Shivhare. The certification continues after the successful audit.



Inauguration of Solar Power Project

Rooftop solar power generation plant with a capacity of 1.5 MW was commissioned on July 12, 2017, at RSWM, Mandpam. It is a big step to use renewable energy resource at the plant. The plant was installed by M/s Sanjeevani Power System. During the commissioning, Shri N K Bahadia, COO (Power Division), Shri H M Vashisth (COO, RSWM, Mandpam) and Shri B K Singhal, GM (Engineering) were present. MNRE as well as other concerned government

officials were also present. Expected power availability from the said solar power project will be 22 lac units per year and this will help in protecting the environment and in reducing carbon emission. A puja ceremony was organised on the occasion of the of the Solar Power Plant.

Kharigram

Customer visit from Turkey



On July 22, 2017, Mr Rasim Alkal and Ms Fatima Kutuk from M/s Merinos Carpet, Turkey, visited Kharigram. Shri Rajeev Jain, Business Head Operations (YB) and Shri V R Joshi, COO welcomed the delegation. The visit started with a round of the plant and concluded at NPD. After the visit, clients appreciated the housekeeping, technology and product range. They were of the opinion that "Plant is good, thanks to the whole team here for hospitality and honour."

Visit of UBI Officials

Shri Sanjay Sharma, GM (Union Bank of India) and his team visited Kharigram Unit on August 12, 2017. Shri B M Sharma, CFO and Shri J K Manghani, GM (CFD) welcomed them. They appreciated the technology and housekeeping of the plant with the remark, "A most modern unit. The working atmosphere, work culture of the unit is wonderful."



Customer visit from Turkey

Mr Abdullah Gokoglu, DGM, M/s Ekoten, Turkey visited Kharigram Unit on September 7, 2017. He was welcomed by Shri V R Joshi, COO and Shri A K Pandey, DGM - HR. Mr Gokoglu visited both our Dyed and Grey units. He expressed extreme happiness at the automation of the SJ - 11 unit and remarked, "It's very magical and the mill is very clean and the employees are educated."



Customer Visit from Korea

Mr Park Joong Ki, CEO of a Korean Company visited Kharigram Unit on September 15, 2017. He was welcomed by Shri V R Joshi, COO. The round started from Unit No. 1 and SJ-11 and concluded at NPD. He praised new developments and automation and remarked, "We are amazed by the factory and with what we have seen." As a token of appreciation, Shri Rajeev Jain, HD-O (YB) presented a memento to him.



One Day Picnic

RSWM Staff Club, Kharigram, organized a one day picnic to Birla Water Park, Ajmer in two phases on September 10 and September 17, 2017. The staff along with their family members enjoyed the slides, swimming and wave pool and rain dance. Shri Rajeev Jain, Business Head (Operations) and Shri V R Joshi, Chief Operating Officer also participated in the events and enjoyed themselves. There was delicious food, cultural activity and a visit to Nareli Temple. Everyone was happy with this "Grand Masti Tour".



Girls Hostel Inauguration

Pujan and yagnam were organized on August 8, 2017, at Bagalur, to inaugurate the newly constructed girls Hostel. Shri and Smt Vinod Mehta (COO), Smt and Shri V V raju, VP (Operations), attended the puja which ended with prasad distribution to all.



Motivation to Workers

Absenteeism is always a problem at the time of festival. To avoid this on the occasion of Makar Sankranti, Tamil New Year and Telugu New Year, for a period of four months 1 gram gold coin was announced for good attendance. Awards were presented in a special event on August 10, 2017, to motivate the workers.

Annual Tour

Mumbai–Mahabaleshwar–Lonawala–Khandala

LNJ Bhilwara Group believes that a happy mind resides in a healthy body. Thus an annual trip is organised every year for the employees to de-stress and re-energise. This year, Mumbai-Mahabaleshwar-Lonawala-Khandala were the chosen destinations by corporate office as part of its annual tour from August 10-15, 2017.

The trip started with a train journey from Delhi to Mumbai on August 10, 2017. There were buses waiting at the Mumbai Central on August 11, 2017, to take the team to Panchghani - Mahabaleshwar. This scenic town overlooks the Krishna Valley and waters of the Dhom Dam. Stay for 170 people was organized in two hotels. There were air conditioned buses for temple visit and local sightseeing. After a memorable time in Mahabaleshwar, we boarded the buses again early morning on August 13, 2017, for Lonavala.

Lonavala, a hill station nicknamed as the Jewel of Sahyadri Mountains is near Mumbai. There are cascading waterfalls, pristine woods and valleys, grassy expanses, lakes and ancient caves. It is a perfect destination away from hustle and bustle of city life. The various places to visit in Lonavala are Karla and Bhaja Caves, these 2nd century rock-cut cave temples are the epitome of the oldest and finest Buddhist sculptures. The artificial lakes Bushi, Tungarli and Pawna are an angler's paradise and some other major tourist attractions are Bushi Dam, Duke's Nose, Ryewood Park, Mapro garden and Table Top.



Early morning on August 14, 2017, we left for Khandala - Mumbai after a hearty breakfast from our resort to enjoy beautiful scenery in Khandala and some sights in Mumbai. After visiting the Wax Museum, we left for Khandala. Khandala reminds one and all of the famous Aamir Khan's song, *Aati kya Khandala* and all of us sang the song with great enthusiasm. Khandala

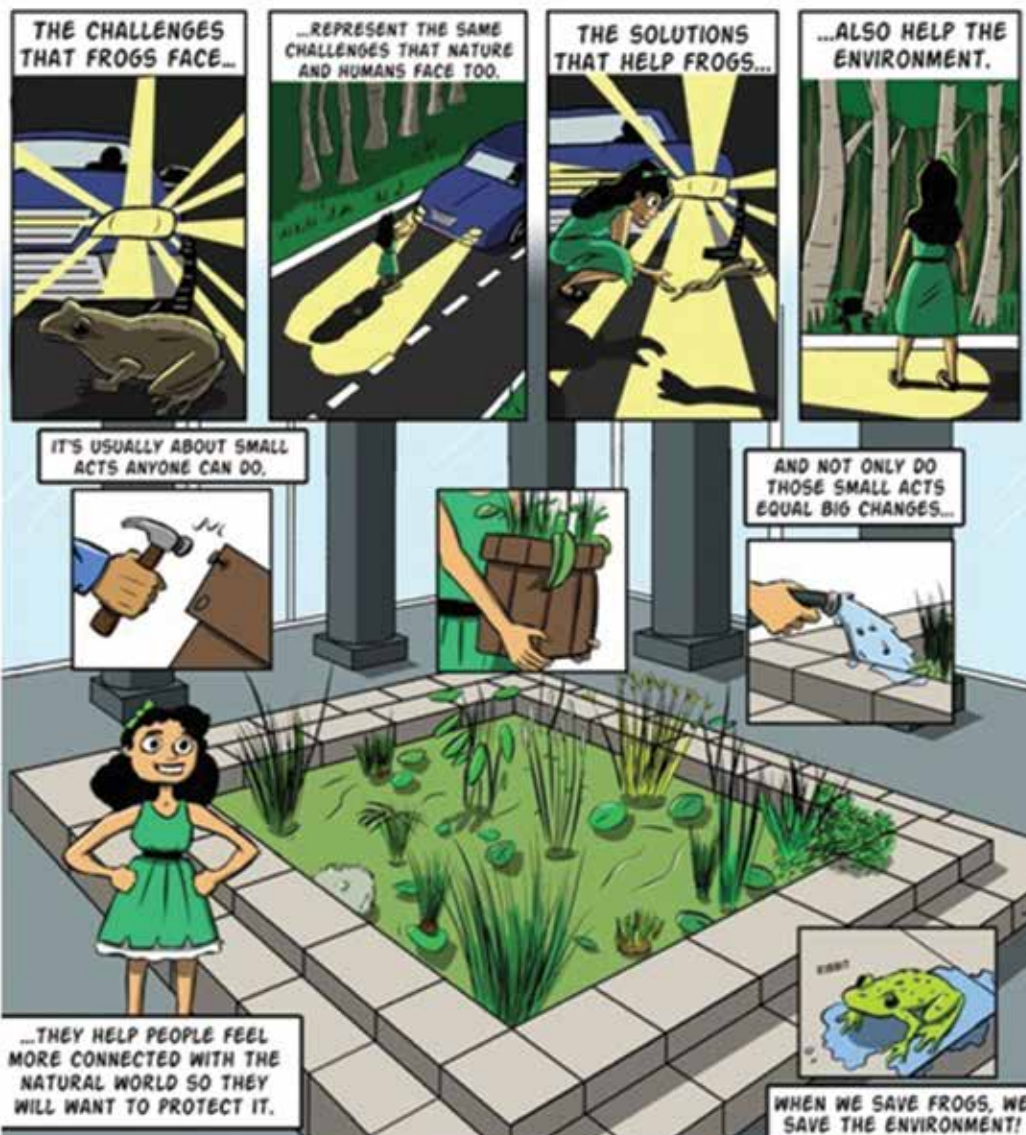


is a small hill station in the Western Ghats and is famous for adventure activities, photography and weekend trips. Healthy climate and heavy rain accompanied by drop in temperature during monsoon turns Khandala more captivating.

Our train was to depart from Mumbai Central at 4:30 PM. We reached Delhi on August 15, 2017, refreshed and recharged. All of us were happy to be back but missed the rains and remembered the good times.



a smiling you



A Brain Teaser Classic

A man has to ferry a fox, a chicken and a sack of corn across a river. He has a row boat, and it can only carry him and one other thing. If the fox and the chicken are left together, the fox will eat the chicken. If the chicken and the corn are left together, the chicken will eat the corn. What will the man do?



Arts Integrated Learning Workshop

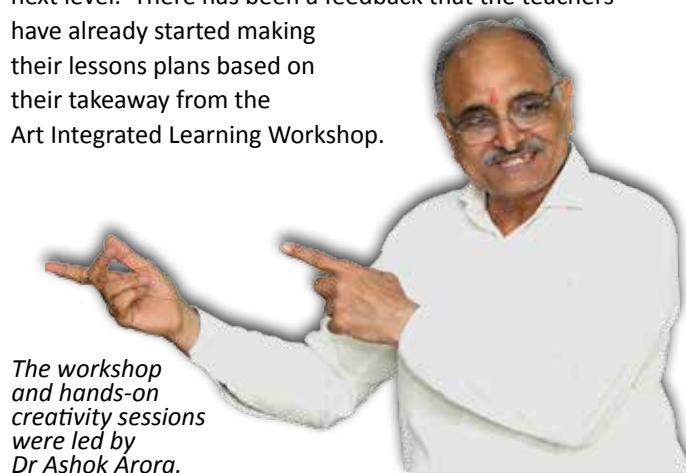
AUGUST 25-27, 2017, DELHI



LNJ Bhilwara Group organised an Art Integrated Learning workshop for schools under LNJ Group. The three-day workshop was attended by 22 teachers from Vivekananda Kendra Vidyalaya (Hurda), Vivekananda Kendra Vidyalaya (Rishabhdev), Vivekanand Vidya Vihar (Maral) and Graphite School (Mandideep). Shri Pankaj Somani, Principal, VKV, Rishabhdev and Smt Vinita Misra, Principal, Graphite School, Mandideep, were also present.

Art Integrated Learning is a pedagogy that uses various art forms to assist classroom teaching, making each lesson practical, easily comprehensible and interesting. The goal is to enable each student, with his unique learning ability, to understand the topic being taught. The workshop was a mix of lectures, presentation and hands-on creativity sessions, led by Dr Ashok Arora. This method is being used in many

schools with encouraging results. The training highly motivated the teachers and helped them in taking their creativity to the next level. There has been a feedback that the teachers have already started making their lessons plans based on their takeaway from the Art Integrated Learning Workshop.



The workshop and hands-on creativity sessions were led by Dr Ashok Arora.

Laurels in Sports

**Vivekananda Kendra Vidyalaya,
Rishabhdev, Rajasthan**



Kartik Bhandari,
2nd Runner up,
N L Pandiyar
Memorial
International
Fide Rated
Chess Tournament

**Vivekananda Kendra
Vidyalaya, Rajasthan**



Four students qualified for Badminton State Level championship.

Six students were selected for State Level Basketball.



**Vivekanand Vidya Vihar, Maral Sarovar,
Madhya Pradesh**



Krati Rathore

Rohit Solanki

Kartik Rathore

Three students participated in the 3rd ISKO State Championship and won accolades for their performance in Karate.

Graphite School, Mandideep, Madhya Pradesh

Two students from Graphite School qualified for Kho Kho Nationals and 12 students have qualified for Ball Badminton Nationals

Ball badminton is a racquet game, played with a yellow ball made of wool. A fast-paced game that demands skill, quick reflexes, good judgment, agility, and the ability to control the ball with one's wrist.



Seeds of Hope

It is often easy to feel that we are too small to make a difference. Throughout history, there are examples of people like Mahatma Gandhi, Martin Luther King Jr and Rachel Carson, each started out with one small step, followed by another and then another.

In an essay, SGI President Daisaku Ikeda mentions, "I do not believe that people are powerless. The same power which moves the universe exists within our lives... Everything begins with us." We are all interconnected. Every action we take creates a shift in the world around us. **"Seeds of Hope: Visions of sustainability, steps towards change"** emerged out of the path shown by visionaries, "hope" for everything and this was started by the SGI and Earth Charter International.

The **Seeds of Hope** exhibition stresses our interconnectedness with the rest of the community of life and the need to broaden our sphere of compassion and concern. **Seeds of Hope** is based on the following formula outlined in SGI President Daisaku Ikeda's 2002.

Seeds of Hope EXHIBITION AUGUST 4- 5, VIVEKANAND VIDYA VIHAR, MARAL

Vivekanand Vidya Vihar, Maral, in collaboration with Bharat Soka Gakkai, presented the **Seeds of Hope** Exhibition at the school premises on August 4-5, 2017. 2,000 school students from 22 schools participated in this exhibition over a period of two days. It encouraged viewers to overcome the feelings of powerlessness. It also highlighted the fact that a single individual can initiate a positive change.

All the visitors were shown a short film titled *A Quiet Revolution* that featured three dramatic case studies of individuals in India, Slovakia and Kenya. It also highlighted their contribution to solving local environmental problems. After the movie, the visitors were guided through a display



Objectives

- Learn and deepen awareness of environmental issues and realities.
- Reflect on our modes of living, renewing these towards sustainability.
- Empower people to take concrete action to resolve the issues that they face.



of 24 exhibition panels. Student volunteers at each panel explained the theme through examples.

The Chief Guest, Professor Rishikesha T Krishnan, Director and Professor of Strategic Management, IIM Indore, visited the exhibition on the second day. With over 100 students who signed to be the change-leaders and pledged to carry forward the message of sustainability to their family, community, nation and beyond, this is a step towards sustainable future.





RSWM, Mandpam

Fire Fighting Training Session



A training session on fire-fighting was organized by Mandpam Unit's Fire & Safety Executive, Shri Anil Kumar Bishnoi, on August 23, 2017. He highlighted the importance of having the knowledge of fire-fighting. All fire-fighters of the plant along with senior members attended the training.

Rishabhdev

Quarterly Performance Review

Performance review for the second quarter, July - September, 2017, was held on July 4 and July 22, 2017. HODs of all the departments presented their achievements through PowerPoint. The COO, in the concluding session, appreciated all for their efforts and advised the team to fill the gaps wherever required to achieve the goal.

Upgradation Audit of QMS/EMS/OHSAS



The annual upgradation audit ISO 9001 / 14001 and OHSAS 18001 was conducted at Rishabhdev, on September 15-16, 2017. A three member team from BIS under the leadership of Shri Vijay Uppal conducted the audit successfully and recommended renewal of the certificate.

ISO 50001:2011 AUDIT



Surveillance Audit ISO 50001:2011 (Energy Management System) was held at Rishabhdev from July 5-7, 2017, by BSI Auditor, Shri Ashok Mathur. The audit was completed successfully.

Fire and Safety Training

A fire and safety training was conducted by the Security Officer and Safety Officer of the unit of RSWM, Rishabhdev, on July 26, 2017. After classroom training, mock drill was carried out by the security guards.

Quality Exhibition

As a part of quality awareness programmes, a week long Quality Exhibition was organized between July 4-9, 2017, at Rishabhdev by Quality Assurance Department with the help of HR for the entire workforce and also the technical team. Non-confirming fabrics and yarn cones were displayed and the cause of complaints and their solutions were explained by the QA team.

MPCL & ADHPL

Fire Fighting Training Session



Malana Power Company Limited (MPCL) and AD Hydro Power Limited (ADHPL) conducted a workshop on 'Code of Conduct & Anti Corruption' on October 4, 2017, at the Corporate Office, Noida. The workshop was facilitated by Ms Heide Platou, Compliance Officer, Statkraft, Norway. The training programme focused on potential corruption risks, the company and its employees may face during the course of business transactions. The senior management, its key employees and respective plant heads attended the workshop.

**HEG****Session on Commercial Awareness**

was discussed. Shri Prashant Jha, Head (Commercial) focused on practical tips on improvement. He had an interactive session with the attendees and cleared their doubts with the help of examples and suggestions.

Technical Session on Industrial Hydraulics

L&D team provided a platform to the maintenance team for knowledge sharing and improving their technical skills in Industrial Hydraulics, in July 2017. Discussions and case studies were reviewed from different areas of the plant. Shri Rahul Verma, Senior Officer, PE (M), conducted the session. Senior officials attended and appreciated the initiatives by emphasizing upon increasing the frequency of such sessions.

**Awareness Session, WBP & POSH**

Timely discussion and updation on the organization's policy, code and conduct are necessary for employees to be aware about do's and don'ts. It also equips them with the information and employees feel more engaged. They feel they are contributing to the business growth. HR-L&D conducted a session on Plant Policies with female staff, to apprise them of their rights and duties. Session also covered Whistle Blower Policy and Policy on Sexual Harassment in the plant.

BMD**Students visit**

The students of Leo International School, Banswara, along with the faculty members visited

BMD Plant on September 15, 2017. The students were eager to know and understand each process of fabric formation from yarn to grey fabric, processing and finally to lamination of fabrics. They went through complete production process and also raised various queries regarding machines, product development, quality testing and maintenance, etc. All the queries were explained by concerned technical HODs. Coordination with students was done by Shri Manish Swami, GM-HR and Shri Jayesh Patel (DGM-Processing). After the plant visit, a short meeting with students was held.

International Yoga Day

At BMD Mordī, Banswara, HR & IR Department organized "Yoga Session" on the occasion of INTERNATIONAL

YOGA DAY on June 21, 2017, for the staff and workers. The session was conducted by Shri Manoj Solanki, Yoga teacher cum HR member. He explained the importance of Yoga in routine life. He also emphasized on the benefits and precautions to be taken. He also conducted various yoga asanas i.e. *Tadasan*, *Varkshasan*, *Uktanpad*, *Sithalikaran*, *Pranayam*, etc.

The team participated enthusiastically and benefitted from the programme. They also appreciated the management for such an initiative.



Health Talk



HR department organised 'Health Talk' on Heart Care. Dr Nikhil Choudhary, a famous Cardiologist from Narayana Multispecialty Hospital, Jaipur, gave a presentation on 'Healthy Heart' and explained about different care methods for our heart. The programme was liked and appreciated by all.

Training on Energy Management



An awareness cum training session on Energy Management was conducted at Kharigram. All HOD's and managers attended the programme. The topics covered were Energy Consumption, Efficiency, Energy Objective and Target, Do's and Dont's, Monitoring, Measurement and Analysis etc. Shri Arvind Singh Rathore was the facilitator of the programme.

IMS Internal Auditor Training



Internal Auditor Training (IMS) was conducted on August 22, 2017, for the new version of QMS and EMS at Kharigram. A total of 25 participants underwent this refresher cum training session. The training was facilitated by Shri S K Gupta, Anand Management Solutions. The training concluded with a written test and the participants cleared it successfully. The certificates were given at the end of the training.

Safety Training



Shri Dileep Chourasia, Safety Officer, conducted safety awareness training programmes in September 2017. He covered topics like Fire Fighting, Safety at Work Place, Chemical Handling, Tools Handling, etc. Workmen and staff officers from Engineering, Maintenance and Security departments attended the training. This was appreciated and encouraged by the management. It was advised that the same should be conducted for all the other workers and staff members.

Training Programme on Quality

HR-T&D organised a training session on quality aspects of the production process. Senior employees were a part of the training programme. Various quality issues were discussed and the point of how to control and minimize the quality issues to strengthen the work system on a day-to-day basis was brought up by the Managers from the Production Department.

Industrial & Disaster Management Course

Two week training programme in Industrial Disaster Management was held in September 2017, at National Civil Defence College, Nagpur. Two Officers from ADHPL, Shri Rajneesh Chauhan and Dr Ashok Kumar participated and successfully completed the course. There were theoretical and practical sessions during the course. Examination was also conducted by the institution after the completion of the course. It was a great experience for both the officers to undergo the training programme with personnel from Indian Army, Police, Paramilitary Forces, Civil Defence and representatives from various industries. They shared their experiences with the other employees of ADHPL and MPCL and have plans to impart training to strengthen the disaster management team.



Bagalur

First Aid Training Programme



First Aid training programme was organized by St. Johns Ambulance, Hosur, Bagalur, on July 10, 2017. Shri Suresh demonstrated First Aid training on how

to rescue people during emergencies and the impact of workplace injuries. 30 employees were trained from Bagalur and Pandy Units.

Safety Training Session



Safety training session was organized on July 17, 2017, at Bagalur, by Shri Tamil Selvam, Assistant Manager, EHS. Workers from various departments attended the programme.

ENMS Training



ISO 50001: 2011 (ENMS) Internal Auditor training was conducted on August 2, 2017, by BSI certification agency at Bagalur. The training programme was conducted by Smt Mohua Banerjee. The organisation had applied for a new certification on Energy Management and all department HOD's with their team members underwent the training programme.

Health Benefits of Guava



a healthy you



Guava is a powerhouse of nutrients. It is a good source of energy, dietary fibre, and vitamins such as vitamin A, vitamin C, niacin, vitamin B-6, folate, thiamine, and riboflavin. It also contains essential minerals like calcium, phosphorus, magnesium, iron and potassium. One of the most important benefits of adding guava to your diet is its ability to inhibit the growth and metastasis of cancerous cells. This fruits helps boost the immune system. Guava is an extremely good source of vitamin A, which is well known as a booster for vision health. It can help slow down the appearance of cataracts, macular degeneration and improve the overall health of the eyes. Guava helps reduce cholesterol in the blood and prevents it from thickening and thereby reduces blood pressure. Guava has astringent properties that help treat a number of digestive disorders like diarrhea and dysentery. Guavas, a rich source of dietary fibre serve as excellent laxatives.



Independence Day Celebrations



RSWM, Mandpam

The 71st Independence Day was celebrated with much gusto and enthusiasm in RSWM, Mandpam. The flag was hoisted by Shri H M Vashisth (COO) and he addressed the team and motivated them to contribute towards the progress of the company, society and the country. Later, sweets were distributed among all the staff and workers.

Bagalur

71st Independence Day was celebrated at Bagalur Unit on August 15, 2017. The National Flag was hoisted by Shri C Narayanan, General Manager (Production), in the presence of a large number of workers and staff. Prizes were also distributed for the competition held at girls dormitory for housekeeping, best worker, etc.

Maral

Nation's 71st Independence Day was celebrated at Maral Sarovar with patriotic fervour. The programme started with the hoisting of national flag by the Managing Director Shri Shekhar Agarwal. March past by the security guards was eye catching. As a tribute to the soldiers who sacrificed their life fighting for freedom, "Amar Jyoti Amar Jawan" lamp was lit by Shri Shekhar Agarwal. A large gathering attended the function.



Rishabhdev

Independence day was celebrated at Rishabhdev, on August 15, 2017. The flag was hoisted by Shri K B Khatod, COO, who addressed a large gathering. Eighteen employees were felicitated with certificates on completion of their ten years of service.

HEG

Independence Day celebration on August 15, 2017, started with the flag hoisting by Shri Raju Rustogi, COO, followed by the National Anthem and the "Guard of Honour". In his speech, Shri Raju Rustogi emphasised on our daily efforts that contributes to the prosperity of the Unit, LNJ Bhilwara Group and subsequently of our nation.

LNJ Denim

Independence Day celebration on August 15, 2017, began with flag hoisting ceremony, led by Shri Prabir Bandyopadhyay, CEO and followed by the "Guard of Honour" by the Security Staff team. On this occasion, Shri Prabir Bandyopadhyay extended his warmest greetings to all the employees and urged everyone for a greater individual contribution in the growth of the nation. On this occasion, Shri Prabir Bandyopadhyay distributed Children's Talent Award to children of Denim employees who had scored 60% and above marks. The function was also addressed by the senior dignitaries present on the occasion. It concluded with distribution of sweets to all staff and workers.

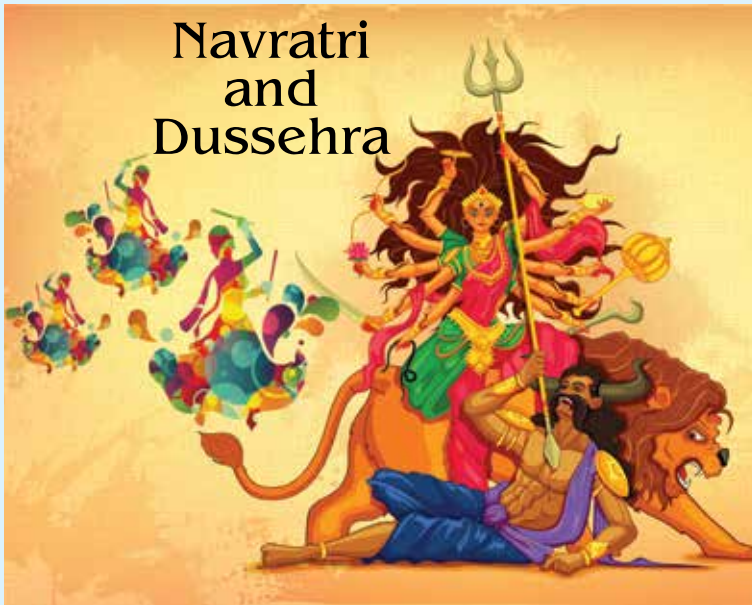
Ringas

The Nation's 71st Independence Day was celebrated at Ringas with the hoisting of the national flag by Shri Avinash Bhargava, Dy. Chief Operating Officer. The National Anthem was sung by all staff members, workers and union delegates present in the programme. This was followed by "Guard of Honour" by the team of security personnel. On this occasion, Shri Avinash Bhargava, distributed awards to workers for best performance. Ringas Unit handed over a Cheque of ₹ 5.00 Lac to Smt. Santosh Devi W/o. Late Shri Manna Ram towards Insurance Claim passed by National Insurance Co. Ltd., due to sudden death of her husband, on December 13, 2016.

BMD

Independence Day was celebrated with great patriotism at BMD on August 15, 2017. The national flag was hoisted by Shri S N Goyal, President, at 9.00 AM with national anthem and "Guard of Honour" by security guards. Workmen and staff presented a cultural programme. On the occasion, Shri Goyal talked about national integrity and highlighted the need for a more cohesive workforce to meet future challenges. An award and a certificate were given to a meritorious child of one of the workmen who had secured 81% marks in Class 12 Board examination. He attained the first position at District Level.

Navratri and Dussehra Celebrations



Kharigram

Navratri Mahotsav was organized by RSWM Staff Club in the Mill premises. It started with “Murti Sthapana” on September 21, 2017, in the presence of Shri Rajeev Jain, BH-O(YB), Shri V R Joshi, COO, Shri Naresh Sharma, President, Staff Club, Senior Officers and a large gathering.

Staff members along with family members participated in the Durga Shaptshati Paath, havan and aarti. The celebrations saw active participation of members of Ladies Club and children in cultural programmes. Every day, the programme ended with aarti. Dussehra was celebrated on September 30, 2017, by burning the effigy of Ravana in “Ravan Dahan”. This was followed by tilak, puja and aarti. All enjoyed the firecrackers and lights. The programme ended with refreshments to all RSWM, Kharigram family.

RSWM, Mandpam

Navratri festival was celebrated with great zeal and enthusiasm for 10 days at RSWM, Mandpam. On this occasion of Shardiya Navratri, dandiya dance was organized from September 21-29, 2017, at Mélange Officers’ Colony premises by Melange Staff Club.

Rishabhdev

In line with the tradition of RSWM Staff Club, Rishabhdev, Navratri, was celebrated at Rishabhdev with much fervour and joy. Staff with their families participated in the daily aarti at Maa Durga Temple and enjoyed the Garba dance on all the nine days. Dussehra was celebrated with Ravan dahan, delicious food stalls by Ladies Club and lucky draw with attractive prizes. Prizes were given to the participants of Garba dance for best dance and best dressed.

Bagalur

Navratri festival was celebrated at Bagalur Unit starting with Navratri Sthapna on September 21, 2017. A daily aarti was held during the period. All the staff and their family members participated and enjoyed the colourful Garba dance on all the nine days. During the programme, a special Garba dance was presented by the ladies group. The best dancers and the best dressed females, males and children in different age groups were rewarded with attractive prizes.

LNJ Denim

Navratri festival was celebrated with great excitement and religious fervour by placing the deity of Maa Amba on September 21, 2017, by LNJ Denim & Fabric Unit, Staff Club, Mordí. Dandiya by all members was the main attraction of the programme. The people at Banswara also participated and enjoyed the event with great enthusiasm.

BMD

Navratri Pooja was organized in BMD Plant from September 21-29, 2017. Dandia and Garba was organized in the colony from September 26-29, 2017. Staff members and their families participated in the dances. Puja, aarti and hawan were performed everyday. Prayers were offered to Durga Maa and blessings invoked for prosperity and happiness in both personal and professional life.

Ringas

Navratri Parv was celebrated between September 21-29, 2017, with great devotion and zeal. Traditional Gujarati dandiya, puja, aarti, bhajan and hawan were performed everyday. On the last day of the celebrations, Shri Jhabar Singh Kharra, MLA, SriMadhopur and other dignitaries, newspaper correspondents, business associates and friends witnessed the close of the celebratory period and participated in the maha aarti. Everyday, an award was given for best dressed couple and best dancing couple.

Durga Mata Idol Visarjan

The Mata idol visarjan took place on September 30, 2017. The auspicious day of Navami or Dashami marks the idol immersion of Maa Durga which was carried out with zest and verve. The traditional practise of procession led immersion is cathartic a way, what comes into our lives has to go away.

Dussehra

Ringas Parivar celebrated the Dussehra on the evening of September 30, 2017, with Ravan dahan. At the end of the programme, dinner was arranged for all staff members and their families.

Ganesh Chaturthi Celebrations



Kharigram

Ganesha Chaturthi, also known as 'Vinayak Chaturthi' or 'Vinayaka Chavithi' was celebrated by the RSWM, Kharigram, on August 25, 2017, at the Colony Temple. Staff and their family members chanted bhajans on this occasion. The celebration ended with the aarti and distribution of prasad.

Bagalur

Ganesh Chaturthi was celebrated at Staff Club Colony, Bagalur, on August 25, 2017. Staff members along with their families participated in the celebration. On the last day of the festival, Ganapati procession started from the colony and visarjan was performed on the ghat.

Maral

The Ganesh Utsav was celebrated at Maral Sarovar from 25th August to 5th September 2017. Shree Ganesh Sthapana was done on 25th August in the Club Dome and everyday special puja was performed by the colony residents. From 26th August, different competitions like Dance, Drawing, Rangoli, One minute games and Fancy Dress, Karaoke Night, GK Quiz, etc., were conducted. On 5th September 2017, a large number of staff members and their families attended the Ganesh Visarjan procession.

LNJ Denim

Ganesh Chaturthi was celebrated in LNJ Nagar Staff colony with full joy and enthusiasm for five days. On the first day, August 24, 2017, the staff and family members of Denim & Fabric welcomed Lord Ganpati home and prayed for better health, wealth and prosperity for their families as well as workplace. Throughout the following four days, there were several activities like drawing competition, mehendi competition, food mania fest, etc., which were held and many staff members participated with their family members. On the last day, Ganesh Visarjan took place in Mahi River near Chidiyavasa village.

Vishwakarma Puja Celebrations



Rishabhdev

On the occasion of Viswakarma Jayanti, September 17, 2017, puja and hawan were performed at the factory. Officers, staff and tradesmen from Engineering & Maintenance Departments attended the puja ceremony, which ended with prasad distribution to all.

ADHPL

Vishwakarma Day was celebrated at ADHPL on September 17, 2017, with fervour and gaiety. The puja was performed in different departments and hawan was organized at the Power House.

Kharigram

Vishwakarma Puja was celebrated on September 17, 2017, at Kharigram. Shri V R Joshi, COO, performed a special puja for Lord Vishwakarma. Managers, staff and workers participated in the hawan and aarti.

HEG

In line with the tradition of HEG, Mandideep, this year also on September 17, 2017, our employees made offerings and prayers to Lord Vishwakarma, the divine God of architecture and machines. Employees participated in puja and hawan conducted in all the shops and prayed for the blessings from Lord Vishwakarma, for the prosperity of the organization, employees, associates and well-wishers. Plant was kept open for visitors. Employees visited the plant with their families to show their work areas.

BMD

On September 17, 2017, Vishwakarma Jayanti was celebrated in the presence of all workers and staff members. Lord Vishwakarma is regarded as God of architecture and engineering and builder of all Gods' palaces and designer of all celestial vehicles and weapons. Members of BMD unit paid their obeisance to Lord Vishwakarma by organizing puja and hawan in maintenance department for prosperity of the company and prayed for continuous improvement and accomplishment. At the end, prasad was distributed to all the employees.

Janmashtmi Celebrations



Maral

“Janmashtami” the birth festival of Lord Krishna was celebrated with full of joy and fervour at Maral Sarovar on August 14, 2017. On this occasion, a bhajan sandhya was organized at Sriram temple which was attended by a large number of devotees. At 12.00 midnight, Shree Krishna Janmotsav was celebrated with special puja and maha aarti at the temple, in which Smt and Shri Suresh Maheshwari and devotees took part. After the puja and aarti, prasadi distribution took place.

Rishabhdev

Krishna Janmashtami was celebrated with great joy and spirituality at Rishabhdev. The main attractions were colourful Jhankis and the bhajan sandhya which lasted till midnight. Young children came dressed up as Radhas and Krishnas. Staff along with their family members were present to celebrate the birth of Lord Krishna.

BMD

Shri Krishna Janmashtami was celebrated with great joy and spirituality at BMD, Banswara, on August 15, 2017, in colony club house. Puja was presided over by Shri S N Goyal, President, along with the families of BMD staff members. The main attractions were colourful Krishna jhankis, bhajan sandhya and matki phod programme. Children dressed up as Radhas and Krishnas. There was an award for the best dressed child. The programme ended with the aarti followed by prasad distribution.

Other Celebrations

RSWM, Mandpam: Anniversary of “Melangeshwar Mahadev”

On the auspicious occasion of the fourteenth anniversary of “Melangeshwar Mahadev” (July 21, 2017), special puja was performed in Melangeshwar temple and bhajans were sung by the staff members. The programme was organized by Melange Staff Club under the guidance of Shri Y D Tiwari, President, Melange Staff Club.

Rishabhdev: Mills Foundation Day

RSWM, Rishabhdev, celebrated its 28th Foundation Day on July 12, 2017. Shri K B Khatod, COO, hoisted the group flag and addressed the gathering comprising officers, staff and workers. He congratulated the employees and union members for their contribution to the growth of the unit. Thereafter, all attended the special Puja which was performed at Ganeshji Mandir.

Rishabhdev: Hariyali Amavasya

On the auspicious occasion of Hariyali Amavasya, on July 23, 2017, RSWM, Rishabhdev Staff Club organized a plantation drive in the campus. On this occasion, a variety of saplings were planted in the mill campus. Staff and their families in large numbers participated which ended with snacks and tea.

LNJ Denim, Competitions – Drawing, Mehendi & Food Mania

During the Ganpati festival, LNJ Nagar, Gamdi Colony, hosted three competitions. A drawing competition on August 25, 2017, was organized, in which Denim & Fabric division staff members children participated with enthusiasm. The participants were split into two groups, 5 to 8 years and 9 to 12 years. It was a tough competition amongst children. Children’s inner potential and creativity were clearly visible in their drawings. A new dimension in the skill set among children could be seen. Mehendi competition was also organized on the same day. Each participant tried to draw their best mehendi design on her partner’s hand. A team of selectors chose the winner according to their creativity, innovation and precision (accuracy).

A food competition was organized on August 26, 2017. A lot of enthusiasm was seen among the ladies because everyone was eager to make delicious food and win the competition. In fact, many women made delicious food and presented the cooked food very creatively. The selectors were indeed confused about how to select the winner. On the final day, during Ganpati festival, the winners of the three competitions were felicitated.

Food Mania - A food festival was organized by LNJ Denim & Fabric Unit at LNJ Nagar Colony, Mordí on September 23, 2017, during Navratras.

ADHPL: Annual Day

Seventh anniversary of power generation at AD Hydro Power Plant was celebrated as the annual day on July 17, 2017. Hawan and lunch thereafter was organized at the Power House for all the employees on this occasion.

Sewing Training Centre



MPCL has taken up an initiative to establish a sewing and tailoring training centre where six-months training programmes will be held. It shall be sustained in different places/phases. This has been done to make women independent, self-sustaining and it is a big step towards women empowerment. The first phase was held at Chowki village which completed on August 31, 2017. A closing ceremony was organized and the best three performers were rewarded by MPCL Plant Incharge. Second phase of this sewing training centre started on September 1, 2017, at Jari village.

Sponsorship for Himachal Pradesh State Olympic Games

MPCL sponsored Himachal Pradesh State Olympic Association (HPOA) for organizing State Olympic Games, in Hamirpur, Himachal Pradesh from June 23-25, 2017. HPOA is part of the Indian Olympic Association and it is committed to empower youth and provide them with an opportunity to express their talent in hockey, athletics, boxing, basketball, judo, kabaddi, volleyball, wrestling, weightlifting and shooting etc.



Kharigram



Dhwaj Yatra to Badi Mata Temple

During navratras, workers and staff members organised a grand function at Badi Mataji temple. The Dhwaj Yatra of Maa durga started from Mill Campus with bhajan and kirtans at 11.00 AM. After reaching the temple, a grand puja was performed by Shri V R Joshi, COO and Shri Rajeev Jain, Business Head—Operations (YB) along with union leader Shri Iliyas, workmen and other senior officers.

Opening of ATM in Company Premises

To facilitate staff members and workmen, an ATM of State Bank of India was set-up on September 21, 2017. This is the second ATM on site and first ever ATM which has been installed inside the campus, solely for company employees. It was inaugurated by Shri Rajeev Jain, BH-O (YB) and the Zonal Manager of SBI.



Gaushala Inauguration at Staff Colony

Staff welfare, worship and cow protection are an important part of the work philosophy in Kharigram. Shri Vibhor Jain, under the guidance of his visionary father, Shri Rajeev Jain, actualised a Gaushala-Mayur Dairy Farm. It was inaugurated by Smt Seema Jain, W/o Shri Rajeev Jain, on September 26, 2017. At the time of inauguration, all senior staff, their family members and marketing team were also present. Presently there are seven cows of "Gir Breed" in Mayur Dairy Farm. Pure and healthy

cow's milk of A-2 category is being distributed to the residential staff members at a reasonable cost.

HEG

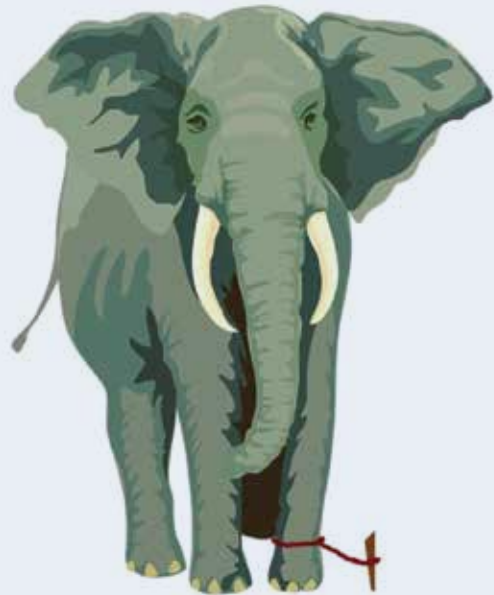


Tree Plantation

A tree plantation drive was organized to improve the environment inside the graphite manufacturing areas. Nearly 50 locations were identified and grown up trees were planted as part of the drive. The identified locations had very little or no green cover.

LifeStyle

MANAGEMENT



The Elephant Rope

One day, a man was passing the elephants, he suddenly stopped, confused by the fact that these huge creatures were being held by only a small rope tied to their front leg. No chains, no cages. It was obvious that the elephants could, at anytime, break away from their bonds but for some reason, they did not.

He saw a trainer nearby and asked why these animals just stood there and made no attempt to get away. "Well," trainer said, "when they are very young and much smaller, we used the same size rope to tie them and, at that age, it's enough to hold them. As they grow up, they became conditioned to believe they could not break away. They believe the rope can still hold them, so they never try to break free."

The man was amazed. These animals could at any time break free from their bonds but because they believed they couldn't, they were stuck right where they were.

Like the elephants, how many of us go through life hanging onto a belief that we cannot do something, simply because we failed at it once before? Failure is part of learning; we should never give up the struggle in life.

HEG



achievements



Scientist Honoured with Albert Nelson Marquis Lifetime Achievement Award

It is a matter of both pride and honour for HEG Limited that Dr Mukul Kumar, Associate Vice President and Head-R&D Centre, was selected for 2017, Albert Nelson Marquis Lifetime Achievement Award, for his remarkable research on carbon nanotubes and significant contribution to nanoscience and nanotechnology. The award is given by Marquis Who's Who in the World to the pioneers who demonstrate excellence and longevity within their respective professions. Dr Kumar's biography has been continuously listed in Marquis Who's Who in the World for the last 12 years, with gradually added achievements. His papers have been cited over 8000 times.

Dr Mukul Kumar completed his Ph.D in 1996, and worked in Indo-French, UNESCO, DRDO and CSIR Projects at IIT Bombay. In 2000, he moved to the 21st Century Centre of Excellence at Meijo University, Japan, and achieved mass production of carbon nanotubes from camphor, establishing an environment-friendly nanotechnology. His research was identified as a model seed for future technology by the Japanese Ministry of Economy Trade and Industry, which was successfully patented and commercialized in Japan. He also received Sir Isaac Newton Scientific Award of Excellence in 2012, by the American Biographical Institute, for his eco-friendly carbon nanotube synthesis. He returned to India in 2013, and joined HEG Ltd.

It is worth mentioning that he is a member of American Association of Advancement of Science (AAAS). He has presented over 90 papers in various conferences in 24 countries. Besides being a frequent reviewer of 60 reputed journals, he is the editor-in-chief of an international journal: Materials Express (American Scientific Publishers).

Instant Recognition & Appreciation

In creating a high performance work place, recognition is a motivating factor that provides employees with increased job satisfaction and encouragement to perform more effectively. HR-L&D launched "Instant Reward Policy" in 2013. It was to ensure that all exceptional work/special tasks performed by the employee or a team, would be recognized and rewarded on the spot by the plant's Senior officials. This quarter (July-September, 2017), a total of 31 rewards were disbursed in various categories covered under Quality, Productivity, Cost and Delivery by Operations & Maintenance Teams.





Quality Circle "Gold Award", State Level

Our Quality Circle team "Uday" facilitator, Shri Vinod Purohit (CTSC), team members - Shri Ambuj Saxena, Shri Rahim Sahu and Shri Rohit Singh participated in the State Level Quality Circle competition, organized by QCFI, Rajsamand Chapter in Udaipur, on September 24, 2017. They won the "Gold Trophy" and Best Essay award. The quality concept of case presentation was "LRO Loss Reduction" and the essay topic was "Creating Value for Society". The team is preparing themselves to participate at National Level.

Continuity and Loyalty Award

Shri Prashant Shrivastav joined Kharigram Unit in July, 2012, as TGT and completed five years in July 2017. Under corporate guidelines and to motivate individuals, a gift cheque of ₹ 1,08,000/ (Rupees One Lac Eight Thousand only) with an appreciation letter was presented by Shri Rajeev Jain, BH-Operation (YB) to him.

This was a great motivational moment for other TGT's to visualise long term association with the organisation.



Brilliant

Miss Noani Thakur, D/o. Shri Prakash Thakur, Foreman (Civil) was the second runner-up in the Bloom Fair Competition, Thailand. She was also declared

the best anchor during the competition. Miss Noani has always been a very bright student and have won many accolades across various platforms in school and state level competitions. She has made her parents and ADHPL family proud and we congratulate her on this achievement.

ISO/OHSAS, Pre-Surveillance of Audit

Pre - surveillance audit of Integrated Management System was successfully completed on August 28, 2017. It was carried out by Saras Environment Consultants. The entire plant was audited including MR. A brief presentation on implementation and achievements during last three years was also given by the department HODs.

Surveillance & Transition Audit IMS Certification



Surveillance cum Transition Audit was carried out between September 18-20, 2017. This audit was to assess the transition process and implementation for QMS and EMS and surveillance for OHSAS system. A team of five members of BSI team, headed by Shri Vijay Uppal audited all the four plants, Kharigram, Ringas, Rishabhdev and Fabric, and recommended for Transition successfully.

National Safety Award for the performance year 2015



Maral Overseas Ltd., won the National Safety Award for excellent performance in Industrial Safety during the performance year 2015, based on lowest average frequency

rate. The Government of India, Ministry of Labour & Employment selects the winner every year on all India level for different sectors. Shri Suresh Maheshwari, President, MOL, received the award from Honourable Minister of State for Labour & Employment- Independent charge Shri Santosh Gangwar, in a glittering function held on September 17, 2017, at Vigyan Bhawan, New Delhi.



1. On my way to St. Ives I saw a man with 7 wives. Each wife had 7 sacks. Each sack had 7 cats. Each cat had 7 kittens. Kitten, cats, sacks, wives. How many were going to St. Ives?

2. There are four days which start with the letter 'T'. Two of them are "Tuesday , Thursday". Can you name rest two?

3. A bus driver was heading down a street in Delhi. He went right past a stop sign without stopping. He turned left where there was a 'no left turn' sign. He went the wrong way on a one-way street. Then he went on the left side of the road past a cop car. Still, he didn't break any traffic laws. Why not?

Answers: 1. Me; 2. Today and tomorrow; 3. He was walking.

New joining



Shri Atul Kr. Jain, Maral

Shri Atul Kumar Jain has joined as Chief Financial Officer in Maral Overseas Limited. He has 20 years of experience as a Chartered Accountant in reputed companies. His last organisation was Jindal Poly Films Ltd, where he was working as General

Manager (F&A). We wish him all the best.



Shri Sanjay Kumar Shah, TPP

Shri Sanjay Kumar Shah, M. Tech. (Mechanical) has joined Thermal Power Plant as Dy. Chief Operating Officer (Operation) on August 19, 2017. He has an experience of over 20 years in coal based Thermal Power Plant O&M, Efficiency Monitoring, Revamping,

Augmentation and Projects Erection and Commissioning of BTG, BOP, Coal Handling, Ash Handling, RO, DM and Cooling water treatment plants. He has worked in reputed units like Simhapuri Energy Ltd., Bajaj Energy Pvt. Ltd., Monnet Ispat & Energy Ltd. and Hindalco Industries Ltd. His last organization was Bhushan Steel Ltd. where he was handling Power Plant of 575 MW.



Shri S K Tiwari, Kharigram

Shri Sanjay Kumar Tiwari joined as General Manager (Maintenance) on July 24, 2017, at RSWM, Kharigram. Shri Tiwari is Diploma in Textile Technology and has more than 27 years rich experience in organizations like RSR Mohata Spinning & Weaving

Mills Ltd., Gimatex Industries, Spentex Industries Ltd. etc. His last organization was RTM, Bhawanimandi, where he was General Manager (Maintenance). This is his second stint with RSWM Ltd., Kharigram. We wish him all the very best in his new assignment.



Ms Sharmila Gupta, Denim

Ms Sharmila Gupta joined as General Manager (Marketing) on September 28th, 2017. She is B.Sc. (Tech.) in Textile Chemistry from Mumbai University, Department of Chemical Technology. She has over 18 years in managing sales, marketing and business development in

Denim fabrics. She has worked with reputed organizations like Arvind Limited and Konvil Exports, Bhasker etc.

We wish her all the very best in the new assignment.

Superannuation



Shri P S Puri

Shri P S Puri, President (Corporate Finance) and Chief Financial Officer Maral, BMD, BTTL, reached his superannuation on September 30, 2017. He has worked in different capacities in the textile group companies since 1996. His

perseverance helped the team to perform better. We wish him good health and prosperity.



Shri V P Bagri

Shri V P Bagri, Sr. Vice-President (Corporate Affairs) reached his superannuation on September 30, 2017. He had been associated with the Group since May 1996. He was Chief Internal Auditor, RSWM, and looked after MIS, Internal Audit and

Bhilwara Infotechnology Limited. We wish him all the best and good health.



Shri R K Sitoke, RSWM

Shri Rakesh Sitoke retired from the post of Chief Operating Officer on August 31, 2017. Shri Sitoke joined Thermal Power Plant on November 9, 2010. His contribution is highly appreciated. A farewell party was organised for him on August 31,

2017, wherein all senior officers were present to wish him good luck and a healthy and prosperous post-retirement life.



Shri K C Kogta

Sh K C Kogta, Asst. GM, CPPC, was superannuated on August 31, 2017. He worked for 38 years

and 11 months with the company. During his service, he took many challenges and completed the tasks assigned to him successfully. The services rendered by him over the years are commendable and the organisation is thankful for his dedication and loyalty. A farewell party was organised in his honour on September 21, 2017. RSWM family wishes him good health and prosperity in his life ahead and bade adieu with a heavy heart.

Answer to brain teaser

The man and the chicken cross the river. The man goes back and takes the fox across the river but brings the chicken back with him. He now leaves the chicken and takes the corn across the river and leaves it with the fox. He then takes the chicken and crosses the river for the last time.



Andaman & Nicobar Islands

A Perfect Getaway



The Andaman & Nicobar Islands have been inhabited for several thousand years and the archaeological evidence goes back some 2,200 years.

Climate and Geography

The islands have a tropical climate. There is no fury of hot summer, no chilling winter, no water clogging or traffic jams. One can enjoy boating, swimming, snorkeling, sightseeing all 12 months in the year. Minimum Temperature: 23.2° C; Maximum Temperature: 25° C

Port Blair, Capital: Andaman & Nicobar Islands

Port Blair is the capital and gateway to the islands and it lies in South Andaman Island. This island town offers snorkelling, scuba diving, sea-cruises, and glimpses of the history and culture of the region. The Aberdeen Bazaar forms the centre of the town.

Sights in Port Blair

Cellular Jail, is a mute witness to the tortures meted out to the freedom fighters.

Ross Island, less than a square kilometer stands right across Port Blair. This island served as the capital to the Britishers from 1858 to 1941.

The Anthropological Museum in Port Blair, started in the year 1975-76, is an ethnographic museum. It showcases the four Negrito Tribes of the Andaman

viz. the Jarawas, Sentinelese, Great Andamanese and the Onges and two Mongoloid Tribes of the Nicobar viz. the Nicobarese and the Shompens.

Other sites to visit are Samudrika (Naval Marine Museum); Zoological Survey of India Museum and Kalapani Museum. The beaches like Carbyn's Cove Beach; North Bay Beach, Chidiyatappu; Mundapahar Beach and Mundapahar Trek route; Wandoor &

in the Andaman group with an area of 113 sq. km. and is located 39 km of north-east of Port Blair.

The North & Middle Andaman District with Mayabunder as headquarters lies separated from South Andaman District by a creek. Car Nicobar is the District Headquarter of Nicobar District.

How to Reach

Andaman Islands are accessible only by air or by boat. Regular flights to Andaman Islands are available from Chennai and Kolkata.

By Air: Veer Savarkar International Airport in Port Blair is connected via flights to Kolkata Airport as well as Chennai Airport. Only domestic operators offer flight service to Andaman Islands. Two major domestic aircraft operators Air India and Jet Airways offer services on a regular basis.

By Ship: There are three to four ships every month that leave from Chennai, Kolkata and Vizag.

Accommodation

There are different types of accommodations available to suit and fit varied pockets and budgets starting from ₹ 1500 and going up to ₹ 18,000 per night on a twin-sharing basis.



Mahatma

Gandhi Marine National Park offer something for everyone.

Havelock is a picturesque natural paradise with beautiful white sandy beaches, rich coral reefs and lush green forest. It is one of the populated islands